



May 9, 2014

This week's edition includes important information I want to share with you:

- **I had the pleasure** to meet Mr. Michael Robinson this week. Mr. Robinson presented a power point demonstration that displayed his personal and employment skills in efforts to seek a job. Mr. Robinson is supported by Millar-Rich and was accompanied by his job coach, Mr. Sean Webb and his companion, Ms. Carlos Hawkins. Both staff were professional and assisted Mr. Robinson with respect and encouragement and always with efforts to aid in his independence. It was a very impressive presentation and was an extremely creative way to display Mr. Robinson's attributes that would benefit any future employer. Beyond the employment presentation, it was apparent that Mr. Robinson is a very interesting and fascinating character. He is a gentleman with the gift of eloquence and is clearly a deep thinker who would challenge anyone with preconceived notions regarding what abilities people we serve have. Mr. Robinson has given us permission to share a great [video](#) taken when he visited Mozambique, Africa with his brother. I think you will find it as interesting as I did. Thank you Mr. Robinson, for the pleasure of your acquaintance. Meeting you was the highlight of my week!
- **Employment First Accolades:** In 2012, SRVS was approached by DIDD to participate in the *Employment First* initiative. After several meetings and conversations, Executive Director Tyler Hampton and his team plunged steadfast into this challenge. Through collaborative effort and diligent work, SRVS has continually persevered and committed to transforming employment services that align with their mission and *Employment First*.

SRVS is also fortunate to have the full support of their Board in moving forward with employment objectives. In a little under two years, SRVS has implemented a job club, created a career center, became an Employment Network, sent staff to employment-related training and held individual family meetings with respect to community-based employment.

In addition, SRVS has amped Public Relations (PR) efforts to include creating employment videos and garnering media attention for integrated employment at organizations such as AutoZone. While being interviewed at AutoZone, Eric and William talked about how proud they were and how much they enjoyed working there. Both persons are meeting the needs at AutoZone and in return, AutoZone has provided an opportunity for both to thrive as productive team members. SRVS is a primary example of the relationship that a quality provider can create with an employer. They established rapport, completed a needs analysis and matched two qualified candidates who desired to choose their own careers. Further, SRVS placed an individual at Medtronic and the company shared a success story on their website. Since posting, the Medtronic office in Memphis has received many positive comments. One employee stated, "I just read the feature story in my Medtronic on *An Exciting Transition*. Thank you for sponsoring a job for people with developmental disabilities. Hopefully, Lisa and your team's success will pave the road for more opportunities in Medtronic and other companies."

SRVS, at all levels of leadership, have truly embraced a values-based service delivery system within our provider ranks. SRVS has also been recognized at the federal level as an *Employment First* forerunner by the United States Department of Labor's Office of Disability Employment Policy (ODEP). Hats off to Mr. Hampton and the entire SRVS team for all their accomplishments and ongoing commitment to persons we support!

- **Health Related Computer Access:** TriStar Summit Medical Center has assisted the department's middle region (Clover Bottom Developmental Center, Harold Jordan Center and Middle Tennessee Community Homes) in meeting a quality benchmark. The medical center's Physician Support Coordinator trained the Medical Director, Director of Nursing and Nurse Managers on individual specific health-related computer access. When individuals are hospitalized at Summit, this access allows the clinical team to view health data in real-time. With timely clinical information, discharge planning is more effective. The Middle Tennessee clinical staff is very appreciative of the support and training provided by Summit.
- **Agency Star Status:** Congratulations to the following providers for recently attaining star status!

4 Star: Arc Davidson County; Compass Coordination; Building Greater Communities (BGC); Tennessee Community Services Agency (TNCSA); Ruth Steinagle; Arc Hamilton County; Miracles Network Agency

3 Star: Special Needs, Inc.; Sunrise Community of TN; Communication and Swallowing Therapies (CST); Helen R. Tucker Adult Developmental Center

- **Person Centered Practices (PCT) Tools:** The Relationship Map is a Person Centered Tool that can be used to help capture what supports and people are currently in the person's life. It helps identify relationship closeness.

In addition, the Relationship Map can help find characteristics of a good staff match as well as help the person and ISC or case manager determine who to invite to planning meetings. It is also used to define who is/isn't important in the person's life. This gives the person a say about who should be involved in the planning process. When a person identifies someone important on his or her Relationship Map, that person may not be directly related to them. This tool helps us know who the person feels closest to, regardless of relation.

As planners and supporters, this tool can be very helpful. It can change as often as the person's life changes. Give the Relationship Map a try at your next meeting to assess the person's current relationships. If there are not many, ask the person if this should be an outcome for his or her Individual Support Plan (ISP). The Relationship Map can be used for anyone seeking to recognize, recover or grow their relationships.

Instructions on developing a Relationship Map:

1. Draw a large circle on paper. Then, draw another circle inside the larger circle and a much smaller circle inside the small circle. Divide into four parts (family, home support, work support and friends).
2. The person's name goes in the middle of the circle.
3. Specify strength of the relationship by writing the person's name closer to the center.

- **Retirement:** Congratulations to Dr. Kuang Tzu Lin on his upcoming retirement. On April 30, many employees, persons supported and friends gathered to wish him well. Dr. Lin has worked for the State of Tennessee for over 30 years and has been very committed to providing great medical services to the people we support. Dr. Lin's expertise will be missed; however, we wish him well in the next phase of his life. Enjoy your retirement Dr. Lin!
- **Statewide Planning and Policy Council (SPPC):** The SPPC will conduct its next quarterly meeting on May 21, 2014 from 10:00 a.m.-2:00 p.m. at the West Precinct Police Station (5500 Charlotte Avenue, Nashville). This meeting is open to the public. For additional information or if you require ADA assistance, please contact Kellie Miller at 615-741-0837 or Kellie.Miller@tn.gov.



- **Customized Employment (CE) and *Discovery*:** The free training sessions offered by Michael Callahan and Abby Cooper on CE and *Discovery*, have been filled. However, if your agency is interested in receiving this training at another time, please contact Amy Gonzalez, State Director of Employment and Day Services, at 615-532-6119 or Amy.Gonzalez@tn.gov.
- **An Ounce of Prevention:** This week's topic is recruitment, which is defined and addressed in the DIDD Community Transition Policy, #80.4.7. Per this policy: *Recruitment shall mean soliciting persons receiving services within the DIDD provider network for business purposes. It includes directly soliciting, contacting, visiting, or otherwise approaching persons or their legal representatives for the purpose of suggesting, advising, urging, or coercing the person or legal representatives to change providers for the intended purpose of increasing the provider's clientele base and business revenue.* The policy further elaborates recruitment of persons for the provider's benefit is **not acceptable**. Anyone who suspects that recruitment is occurring is encouraged to contact the DIDD On-Call Investigator and report his or her concerns. Once the situation has been assessed, appropriate action will be taken as indicated. For additional details and clarification, the entire policy can be viewed and downloaded [here](#).
- **Mega CAREER Fair:** The Workforce Investment Network (WIN) and the Tennessee Department of Labor and Workforce Development (TDLWD) will hold a Disability and Veterans Mega CAREER Fair on June 26 from 10:00 a.m.-2:00 p.m. at the Pipkin Building on the Mid-South Fairgrounds in Memphis (940 Early Maxwell). WIN and TDLWD invite you and your organization to participate in this event, as a significant number of job seekers are likely to attend. There will be space for several dozen employers, training providers, health screenings and community-based organizations. Registration or attendance fees are not required. This will be a great opportunity for employers to find job-ready candidates who, if eligible and hired, may qualify their employer for tax incentives via the Work Opportunity Tax Credit and On-the-Job Training (OJT) grants. It will also be an excellent event for training providers to source candidates for their training and educational programs.

Another noteworthy event feature is the inclusion of an interview area, which will enable sponsors to conduct on-the-spot interviews with candidates. If interested in participating, please complete the RSVP form by May 26 (attached to this edition) and fax it to Phyllis Brunson at 901-636-7950 or e-mail phyllis.brunson@workforceinvestmentnetwork.com. Please also indicate if you are interested in using the interview area.

- **Free Training Program:** The Tennessee Employment First Leadership Academy is a 4-day training created by the Autistic Self Advocacy Network (ASAN) and the Tennessee Council on Developmental Disabilities (TCDD). The training will be held September 4-8, 2014 and will prepare people with intellectual and/or developmental disabilities to advocate for better jobs and services options in Tennessee. We believe that people with disabilities should have real jobs with real pay, just like workers without disabilities. Training will cover ways to improve job options for workers with disabilities, methods to work and advocate with employers, the legislature and other groups, finding ways to shift from segregated to integrated work settings and learning about benefits and services offered by Social Security and other programs. Travel and lodging are fully covered for participants. The application and instructions are attached to this edition; deadline for completion is June 19. Please contact Ned Solomon at 615-532-6556 or Ned.Solomon@tn.gov if you have any questions.

Be safe and have a great weekend!

~Debbie